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APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
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10/727,968

12/04/2003

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111.02-P-USA

4009

30040

7590

06/02/2008

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EXAMINER

FIELDS, DORON D

ART UNIT

PAPER NUMBER

3623

MAIL DATE

DELIVERY MODE

06/02/2008

PAPER

**Please find below and/or attached an Office communication concerning this application or proceeding.**

The time period for reply, if any, is set in the attached communication.

<b>Office Action Summary</b>	<b>Application No.</b> 10/727,968	<b>Applicant(s)</b> SIMONS ET AL.	
	<b>Examiner</b> DORON D. FIELDS	<b>Art Unit</b> 3623	

-- The MAILING DATE of this communication appears on the cover sheet with the correspondence address --

### Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) OR THIRTY (30) DAYS, WHICHEVER IS LONGER, FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133). Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

### Status

- 1) ☒ Responsive to communication(s) filed on 04 December 2003.
- 2a) ☐ This action is **FINAL**.                      2b) ☒ This action is non-final.
- 3) ☐ Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

### Disposition of Claims

- 4) ☒ Claim(s) 1-39 is/are pending in the application.
- 4a) Of the above claim(s) \_\_\_\_\_ is/are withdrawn from consideration.
- 5) ☐ Claim(s) \_\_\_\_\_ is/are allowed.
- 6) ☒ Claim(s) 1-39 is/are rejected.
- 7) ☐ Claim(s) \_\_\_\_\_ is/are objected to.
- 8) ☐ Claim(s) \_\_\_\_\_ are subject to restriction and/or election requirement.

### Application Papers

- 9) ☐ The specification is objected to by the Examiner.
- 10) ☒ The drawing(s) filed on \_\_\_\_\_ is/are: a) ☐ accepted or b) ☐ objected to by the Examiner.  
Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).  
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) ☐ The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

### Priority under 35 U.S.C. § 119

- 12) ☐ Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).
- a) ☐ All    b) ☐ Some \*    c) ☐ None of:
1. ☐ Certified copies of the priority documents have been received.
  2. ☐ Certified copies of the priority documents have been received in Application No. \_\_\_\_\_.
  3. ☐ Copies of the certified copies of the priority documents have been received in this National Stage application from the International Bureau (PCT Rule 17.2(a)).

\* See the attached detailed Office action for a list of the certified copies not received.

### Attachment(s)

- |  |   |
|--|---|
| 1) <input checked="" type="checkbox"/> Notice of References Cited (PTO-892)            | 4) <input type="checkbox"/> Interview Summary (PTO-413)           |
| 2) <input type="checkbox"/> Notice of Draftsperson's Patent Drawing Review (PTO-948)   | Paper No(s)/Mail Date. _____                                      |
| 3) <input checked="" type="checkbox"/> Information Disclosure Statement(s) (PTO/SB/08) | 5) <input type="checkbox"/> Notice of Informal Patent Application |
| Paper No(s)/Mail Date <u>04 December 2003</u> .  | 6) <input type="checkbox"/> Other: _____                          |

**DETAILED ACTION**

**Status of Claims**

1. This action is in reply to the application filed on 04 December 2003.
2. Claims 1-39 are currently pending and have been examined.

**Information Disclosure Statement**

3. The information Disclosure Statement filed on 04 December 2003 has been considered. Initialed copies of the Form 1449 are enclosed herewith.

**Claim Rejections - 35 USC § 103**

4. The following is a quotation of 35 U.S.C. 103(a) which forms the basis for all obviousness rejections set forth in this Office action:

(a) A patent may not be obtained though the invention is not identically disclosed or described as set forth in section 102 of this title, if the differences between the subject matter sought to be patented and the prior art are such that the subject matter as a whole would have been obvious at the time the invention was made to a person having ordinary skill in the art to which said subject matter pertains. Patentability shall not be negated by the manner in which the invention was made.

5. The factual inquiries set forth in *Graham v. John Deere Co.*, 383 U.S. 1, 148 USPQ 459 (1966), that are applied for establishing a background for determining obviousness under 35 U.S.C. 103(a) are summarized as follows:

1. Determining the scope and contents of the prior art.
2. Ascertaining the differences between the prior art and the claims at issue.
3. Resolving the level of ordinary skill in the pertinent art.
4. Considering objective evidence present in the application indicating obviousness or nonobviousness.

**Examiner's Note:** The Examiner has pointed out particular references contained in the prior art of record within the body of this action for the convenience of the Applicant. Although the specified citations are representative of the teachings in the art and are applied to the specific limitations within the individual claim, other passages and figures may apply. Applicant, in preparing the response, should consider fully the entire reference as potentially teaching all or part of the claimed invention, as well as the context of the passage as taught by the prior art or disclosed by the Examiner.

6. Claims 1-39 are rejected under 35 U.S.C. 103(1) as being unpatentable over Kurzius et al (US-PAT-NO: US 6,385,620 B1) in view of Joao (US-PAT-NO: US 6,662,194 B1)

**Claim 1:**

Kurzius, as shown, discloses the following limitations:

*A system for automated coordination of time schedules and availability with job, assignment, or project opportunities using a network, the system comprising:*

- *a web engine operable to communicate with the network and to present a [schedule] survey form to a client of the network, the web engine further operable to receive from the client [schedule] data that is entered in the form (see at least column 26, claim 1: “a candidate web engine operable to communicate with the network and to present a candidate survey form to a client of the network, the candidate web engine further operable to receive candidate qualification data from the client that is entered in the form”); and*
- *a web engine operable to communicate with the network and to present a project survey form to a client of the network, the web engine further operable to receive from the client project data that is entered in the form (see at least Fig 1, Fig 18, and column 7, lines 9-15: “Job posting database 122 is composed of a plurality of job posting records 124 that are generated from job posting submissions received from web server 20. In particular, a job posting submission generated by an employer using web server 20 is organized and stored in a particular job posting record 124.”); and*
- *a [schedule] mapping engine in communication with the [schedule] web engine, the [schedule] mapping engine operable to receive the [schedule] data from the [schedule] web engine and to generate at least one [schedule] identifier in response to parsing the [schedule] data, the [schedule] mapping engine further operable to index the at least one [schedule] identifier in response to the parsed [schedule] data, the at least one [schedule] identifier being linked to a [schedule] record, which [schedule] record stores the [schedule] data (see at least column 26, claim 1: “a candidate mapping engine in communication with the candidate web engine, the candidate mapping engine operable to receive the candidate qualification data from the candidate*

web engine and generate at least one candidate identifier in response to parsing the candidate qualification data, the candidate mapping engine further operable to index the at least one candidate identifier in response to the parsed candidate qualification data, the at least one candidate identifier being linked to a candidate record, the candidate record storing the candidate qualification data ...”) ; *and*

- *a project mapping engine in communication with the project web engine, the project mapping engine operable to receive the project data from the project web engine and to generate at least one project identifier in response to parsing the project data, the project mapping engine further operable to index the at least one project identifier in response to the parsed project data, the at least one project identifier being linked to a project record, which project record stores the project data (see at least Fig 1, item 31 – job indexing engine, column 4, lines 33-39: “Database server 30 includes a candidate mapping engine 32, a job indexing engine 34, a filter engine 36, and a candidate matching engine 38. Candidate mapping engine 32 and job indexing engine 34 are software modules or other suitable components residing on database server 30 that perform processing, indexing, and storage of job candidate qualification data and job posting information, respectively.” and column 11, lines 12-15:” In step 728, job posting identifiers, linked to corresponding job posting records 124 that were included in the job posting category received in step 724, are displayed to the candidate.”).*

Kurzios does not disclose the following limitations, but Joao, as shown, does:

- *Schedule survey* (see at least column 4, lines 65-67): “Any and/or all of the communications between the parties may be effected via electronic message transmission, e-mail, electronic forms submission ...”)
- *Schedule data* (see at least column 15, lines 23-33: “In the cases of temporary employees, self-employed individuals, professionals, independent contractors, freelancers, etc., the database 10H can contain information regarding the schedules and/or work calendars for any of these individuals, employees, and/or entities. In this regard, each individual, employee, and/or entity in this category may store and have maintained by the apparatus 100, a work schedule and/or

working calendar which can provide information regarding days and/or time periods of employment and/or engagement as well as days and/or time periods of availability.”)

- *Schedule mapping engine* (see at least column 4, lines 43-47: “The present invention can also be utilized by an employer and/or hiring entity to recruit and/or to search for, an individual, a prospective employee, an independent contractor, and/or a freelancer, either permanent or temporary.” and column 14, lines 28-33: “The central processing computer 10 also includes a database(s) 10H which contains data and/or information pertaining to the individuals, employees, independent contractors, freelancers, and/or other persons or entities, who or which utilize the present invention in order to find or secure a job, project, or assignment.” and column 18 lines 1-14: “The database 10H, or collection of databases, may be updated by each of the respective individuals, employers, or by an administrator and/or operator of the central processing computer 10, and/or by any other third party, in real-time, and/or via dynamically linked database management techniques. The data and/or information stored in the database 10H can also be updated by external sources. The database 10H will contain any and all information deemed necessary and/or desirable for providing all of the processing and/or services and/or functions described herein. Applicant hereby incorporates by reference herein the subject matter of Fundamentals of Database Systems, by Ramez Elmasri and Shamkant B. Navathe, 2<sup>nd</sup> Ed., Addison-Wesley Publishing Company, 1994.”)
- *Schedule web engine* (see at least Fig 1, Fig 2 and column 3 lines 60-67 through column 4, lines 1-2: “The apparatus can include a central processing computer or server computer, at least one or more individual computers and at least one or more employer computers. Each of the herein-described computers may communicate with any and all of the computers which are utilized in conjunction with the apparatus of the present invention. The present invention may be utilized in any communication network such as the Internet, the World Wide Web, a telecommunications network, and/or any other communication network described herein and/or otherwise.”)
- *Schedule identifier* (see at least column 4, lines 43-47: “The present invention can also be utilized by an employer and/or hiring entity to recruit and/or to search for, an individual, a prospective

employee, an independent contractor, and/or a freelancer, either permanent or temporary.” and column 14, lines 28-33: “The central processing computer 10 also includes a database(s) 10H which contains data and/or information pertaining to the individuals, employees, independent contractors, freelancers, and/or other persons or entities, who or which utilize the present invention in order to find or secure a job, project, or assignment.” and column 18 lines 1-14: “The database 10H, or collection of databases, may be updated by each of the respective individuals, employers, or by an administrator and/or operator of the central processing computer 10, and/or by any other third party, in real-time, and/or via dynamically linked database management techniques. The data and/or information stored in the database 10H can also be updated by external sources. The database 10H will contain any and all information deemed necessary and/or desirable for providing all of the processing and/or services and/or functions described herein. Applicant hereby incorporates by reference herein the subject matter of Fundamentals of Database Systems, by Ramez Elmasri and Shamkant B. Navathe, 2<sup>nd</sup> Ed., Addison-Wesley Publishing Company, 1994.”)

- *Schedule record* (see at least column 14, lines 28-33: “The central processing computer 10 also includes a database(s) 10H which contains data and/or information pertaining to the individuals, employees, independent contractors, freelancers, and/or other persons or entities, who or which utilize the present invention in order to find or secure a job, project, or assignment.”)

It would have been obvious to one skilled in the art at the time of the invention to include the schedule information (*i.e.*, job seeker availability) of Joao in the candidate record (*i.e.*, job seeker record) of Kurzius, as doing so allows job seekers and employers to fill permanent, temporary, full-time, and part time positions. As stated by Joao, column 3, lines 36-45: “The apparatus and method of the present invention can be utilized by individuals, independent contractors, freelancers, and/or other entities, desirous of securing a job, a position, a project, an assignment, and/or an employment relationship, either permanent and/or temporary, with an employer and/or a hiring entity. The apparatus and method of the present invention can also be utilized by employers and/or by other hiring entities desirous of securing the

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services of an individual, an employee, an independent contractor, and/or freelancer, either permanently and/or temporarily.”

**Claim 2:**

Kurzius, in view of Joao, discloses all the limitations of claim 1 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *a filter engine in communication with the [schedule] and project web and mapping engines, the filter engine operable to control communication of the [schedule] and project data between the web engines and the mapping engines (see at least columns 26-27, claim 3: “... further comprising a filter engine in communication with the candidate web engine and the candidate mapping engine, the filter engine operable to control communication of the candidate qualification data between the candidate web engine and the candidate mapping engine.”).*

**Claim 3:**

Kurzius, in view of Joao, discloses all the limitations of claim 1 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *a [schedule] index having categories corresponding to the [schedule] data, the [schedule] mapping engine being operable to index the at least one [schedule] identifier by assigning the at least one [schedule] identifier to one of the [schedule] index categories in response to comparing the [schedule] data corresponding to the one category to the parsed [schedule] data (see at least column 27, claim 4: “... further comprising a graphical candidate map, the graphical candidate map having categories corresponding to candidate qualifications, the candidate mapping engine operable to index the at least one candidate identifier in the graphical candidate map by assigning the at least one candidate identifier to one of the categories in response to comparing the candidate qualification corresponding to the one category to the parsed candidate qualification data.”)*

Kurzius does not disclose the following limitations, but Joao, as shown, does:

- *Schedule index (see at least column 4, lines 43-47: “The present invention can also be utilized by an employer and/or hiring entity to recruit and/or to search for, an individual, a prospective*



employee, an independent contractor, and/or a freelancer, either permanent or temporary.” and column 14, lines 28-33: “The central processing computer 10 also includes a database(s) 10H which contains data and/or information pertaining to the individuals, employees, independent contractors, freelancers, and/or other persons or entities, who or which utilize the present invention in order to find or secure a job, project, or assignment.” and column 18 lines 1-14: “The database 10H, or collection of databases, may be updated by each of the respective individuals, employers, or by an administrator and/or operator of the central processing computer 10, and/or by any other third party, in real-time, and/or via dynamically linked database management techniques. The data and/or information stored in the database 10H can also be updated by external sources. The database 10H will contain any and all information deemed necessary and/or desirable for providing all of the processing and/or services and/or functions described herein. Applicant hereby incorporates by reference herein the subject matter of Fundamentals of Database Systems, by Ramez Elmasri and Shamkant B. Navathe, 2<sup>nd</sup> Ed., Addison-Wesley Publishing Company, 1994.”)

It would have been obvious to one skilled in the art at the time of the invention to include the schedule information (*i.e.*, job seeker availability) of Joao in the candidate record (*i.e.*, job seeker record) of Kurzius, as doing so allows job seekers and employers to fill permanent, temporary, full-time, and part time positions. As stated by Joao, column 3, lines 36-45: “The apparatus and method of the present invention can be utilized by individuals, independent contractors, freelancers, and/or other entities, desirous of securing a job, a position, a project, an assignment, and/or an employment relationship, either permanent and/or temporary, with an employer and/or a hiring entity. The apparatus and method of the present invention can also be utilized by employers and/or by other hiring entities desirous of securing the services of an individual, an employee, an independent contractor, and/or freelancer, either permanently and/or temporarily.”

**Claim 4:**

Kurzius, in view of Joao, discloses all the limitations of claim 3 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the [schedule] survey form includes at least one selectable input field, each selectable input corresponding to the [schedule] data of a category in the [schedule] index (see at least column 27, claim 7: "... wherein the candidate survey form includes at least one field of selectable inputs, each selectable input corresponding to the candidate qualification of a predetermined one of the categories of the graphical candidate map.").*

**Claim 5:**

Kurzius, in view of Joao, discloses all the limitations of claim 1 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *further comprising a project index having categories corresponding to the project data, the project mapping engine being operable to index the at least one project identifier by assigning the at least one project identifier to one of the project index categories in response to comparing the project data corresponding to the one category to the parsed project data (see at least column 3, lines 60-65: "In general, system 10 accepts electronic job postings from employers and candidate qualification data in the form of candidate profiles from potential job candidates. System 10 categorizes and indexes the postings and profiles in order to automatically match suitable candidates to suitable jobs." and column 10, lines 62-67: "The index of job postings may be organized using a hierarchy of links, for example, wherein a candidate can navigate by selecting a job field or category in order to eventually select a job posting identifier that is linked to an actual job posting as described below.")*

**Claim 6:**

Kurzius, in view of Joao, discloses all the limitations of claim 5 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the project survey form includes at least one selectable input field, each selectable input corresponding to the project data of a category in the project index (see at least Fig 18 and column 18, lines 54-57: " FIG. 18 illustrates one embodiment of a job posting form 1800 that may be used by an employer to specify desired candidate qualifications for a described employment position, referred to generally as job criteria.").*

**Claim 7:**

Kurzius, in view of Joao, discloses all the limitations of claim 1 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the [schedule] web engine includes a [schedule] review template, and wherein the [schedule] web engine is operable to* (see at least column 27, claim 5: "...wherein the candidate mapping engine further includes a candidate review template, and wherein the candidate mapping engine is operable to");
- *map [schedule] data from the fields in the [schedule] survey form to fields in the [schedule] review template* (see at least column 27, claim 5: "map candidate qualification data from the candidate record to fields of the candidate review template");
- *communicate the [schedule] review template to a client of the network* (see at least column 27, claim 5: "communicate the candidate review template to a client of the network."); *and*
- *modify [schedule] data in the fields of the [schedule] survey form in response to receiving modifications from the client to the fields of the [schedule] review template* (see at least column 27, claim 5: "modify qualification data in the candidate record in response to receiving modifications to the fields of the candidate review template").

**Claim 8:**

Kurzius, in view of Joao, discloses all the limitations of claim 1 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the project web engine includes a project review template* (see at least Fig 3, item 126 – job posting review template, and column 7, lines 8-10: "In the illustrated embodiment, job indexing engine 34 includes a job posting database 122, an employer database 123, and a job posting review template 126."), *and wherein the project web engine is operable to:*
- *map project data from the fields in the project survey form to fields in the project review template* (see at least column 7, lines 23-25: "Job posting review template 126 is a template including fields used to display job criteria for a particular job posting record 124 that is accessed for review.");

- *communicate the project review template to a client of the network* (see at least column 7, lines 25-29: “Again, as with candidate review templates 106, different versions of job posting review templates 126 may exist and be displayed depending on the identity of the user accessing a job posting record 124 for review.”); *and*
- *modify project data in the fields of the project survey form in response to receiving modifications from the client to the fields of the project review template* (see at least Fig 12 and column 14, lines 47-53: “In step a 1208, the employer is given edit and/or cancel options associated with the particular job posting. In step 1210, edits or a cancellation are received from the employer for the job posting. In step 1212, job posting database 122 is updated to reflect either edits to or a cancellation of the preexisting job posting.”).

**Claim 9:**

Kurzios, in view of Joao, discloses all the limitations of claim 1 shown above. Furthermore, Kurzios, as shown, discloses the following limitations:

- *wherein the [schedule] mapping engine further includes a [schedule] modification template, and wherein the [schedule] mapping engine is operable to* (see at least column 27, claim 5: “...wherein the candidate mapping engine further includes a candidate review template, and wherein the candidate mapping engine is operable to”);
- *map [schedule] data from the [schedule] record to fields in the [schedule] modification template* (see at least column 27, claim 5: “map candidate qualification data from the candidate record to fields of the candidate review template”);
- *communicate the [schedule] modification template to a client of the network* (see at least column 27, claim 5: “communicate the candidate review template to a client of the network.”); *and*
- *modify [schedule] data in the [schedule] record in response to receiving modifications to the fields of the [schedule] modification template* (see at least column 27, claim 5: “modify qualification data in the candidate record in response to receiving modifications to the fields of the candidate review template”).

**Claim 10:**

Kurzius, in view of Joao, discloses all the limitations of claim 1 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the project mapping engine further includes a project modification template (see at least Fig 12, step 1206, and column 14, lines 45-47: "In step 1206, the job posting corresponding to the job posting selection is presented to the employer for review."), and wherein the project mapping engine is operable to:*
- *map project data from the project record to fields in the project modification template (see at least Fig 12, step 1206, and column 14, lines 45-47: "In step 1206, the job posting corresponding to the job posting selection is presented to the employer for review."); and*
- *communicate the project modification template to a client of the network (see at least Fig 12, step 1206, and column 14, lines 45-47: "In step 1206, the job posting corresponding to the job posting selection is presented to the employer for review."); and*
- *modify project data in the project record in response to receiving modifications to the fields of the project modification template (see at least Fig 12, step 1212 and column 14, lines 50-53: "In step 1212, job posting database 122 is updated to reflect either edits to or a cancellation of the preexisting job posting.").*

**Claim 11:**

Kurzius, in view of Joao, discloses all the limitations of claim 1 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *a provider member or registrant web engine operable to communicate with the network and to present a provider profile form to a client of the network, the web engine further operable to receive from the client the provider profile data that is entered in the form (see at least column 26, claim 1: "a candidate web engine operable to communicate with the network and to present a candidate survey form to a client of the network, the candidate web engine further operable to receive candidate qualification data from the client that is entered in the form").*

**Claim 12:**

Kurzius, in view of Joao, discloses all the limitations of claim 11 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *a provider mapping engine in communication with the provider member or registrant web engine, the provider mapping engine operable to receive the provider profile data from the provider member or registrant web engine and to generate at least one provider identifier in response to parsing the provider profile data, the provider mapping engine further operable to index the at least one provider identifier in response to the parsed provider profile data, the at least one provider identifier being linked to a provider record, which provider record stores the provider data, and being linked to one or more [schedule] or project records received from the client provider (see at least column 26, claim 1: "a candidate mapping engine in communication with the candidate web engine, the candidate mapping engine operable to receive the candidate qualification data from the candidate web engine and generate at least one candidate identifier in response to parsing the candidate qualification data, the candidate mapping engine further operable to index the at least one candidate identifier in response to the parsed candidate qualification data, the at least one candidate identifier being linked to a candidate record, the candidate record storing the candidate qualification data ...").*

**Claim 13:**

Kurzius, in view of Joao, discloses all the limitations of claim 11 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *a filter engine in communication with the provider member or registrant web engine and the provider mapping engine, the filter engine operable to control communication of the provider profile data between the web engine and the mapping engine (see at least columns 26-27, claim 3: "... further comprising a filter engine in communication with the candidate web engine and the candidate mapping engine, the filter engine operable to control communication of the candidate qualification data between the candidate web engine and the candidate mapping engine.").*

**Claim 14:**

Kurzius, in view of Joao, discloses all the limitations of claim 11 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *a provider index having categories corresponding to the provider profile data, the provider mapping engine being operable to index the at least one provider identifier by assigning the at least one provider identifier to one of the provider index categories in response to comparing the provider data corresponding to the one category to the parsed provider data (see at least column 27, claim 4: "... further comprising a graphical candidate map, the graphical candidate map having categories corresponding to candidate qualifications, the candidate mapping engine operable to index the at least one candidate identifier in the graphical candidate map by assigning the at least one candidate identifier to one of the categories in response to comparing the candidate qualification corresponding to the one category to the parsed candidate qualification data.").*

**Claim 15:**

Kurzius, in view of Joao, discloses all the limitations of claim 11 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the provider member or registrant web engine includes a provider review template, and wherein the provider member or registrant web engine is operable to (see at least column 27, claim 5: "...wherein the candidate mapping engine further includes a candidate review template, and wherein the candidate mapping engine is operable to"):*
- *map provider profile data from the fields in the provider profile form to fields in the provider review template (see at least column 27, claim 5: "map candidate qualification data from the candidate record to fields of the candidate review template");*
- *communicate the provider review template to a client of the network (see at least column 27, claim 5: "communicate the candidate review template to a client of the network."); and*
- *modify provider profile data in the fields of the provider profile form in response to receiving modifications from the client to the fields of the provider review template (see at least column 27,*

claim 5: “modify qualification data in the candidate record in response to receiving modifications to the fields of the candidate review template”).

**Claim 16:**

Kurzius, in view of Joao, discloses all the limitations of claim 11 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the provider mapping engine further includes a provider profile modification template, and wherein the provider mapping engine is operable to* (see at least column 27, claim 5: “...wherein the candidate mapping engine further includes a candidate review template, and wherein the candidate mapping engine is operable to”);
- *map provider profile data from the provider record to fields in the provider profile modification template* (see at least column 27, claim 5: “map candidate qualification data from the candidate record to fields of the candidate review template”);
- *communicate the provider profile modification template to a client of the network* (see at least column 27, claim 5: “communicate the candidate review template to a client of the network.”); *and*
- *modify provider profile data in the provider record in response to receiving modifications to the fields of the provider profile modification template* (see at least column 27, claim 5: “modify qualification data in the candidate record in response to receiving modifications to the fields of the candidate review template”).

**Claim 17:**

Kurzius, in view of Joao, discloses all the limitations of claim 11 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the provider mapping engine further includes a plurality of versions of the provider review template, the provider mapping engine being operable to determine a selected one of the plurality of versions to be communicated to a client of the network in response identification data received from the client, each version of said template displaying different fields of information associated with the provider record* (see at least column 27, claim 8: “wherein the candidate mapping engine further includes a plurality of versions of the candidate review template, the candidate mapping



engine determining a selected one of the plurality of versions to be communicated to a client of the network in response to an asserted identification of the client's user, each version displaying different fields of information associated with the candidate record.).

**Claim 18:**

Kurzius, in view of Joao, discloses all the limitations of claim 11 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *a message board, said message board being indexed by topic, wherein providers and clients can communicate with each other by means of posting electronic messages on said message board* (see at least column 5, lines 25-32: "The components of system 10 may be part of a local area network (LAN), a wide-area network (WAN), or other suitable network or interconnection of computing devices. In a particular embodiment, components in system 10 communicate over the Internet using the World Wide Web (WWW), File-Transfer Protocol (FTP), Telnet, Usenet, Gopher or Archie utilities, mobile objects, electronic mail, bulletin boards, or other suitable communication techniques." and column 19, lines 29-38: "FIGS. 19 through 24 illustrate the use of system 10 as a job publishing system that targets particular newsgroups or individuals to receive communications of job postings based on characteristics of those newsgroups or individuals. For purposes herein, a newsgroup is a database or posting service accessible over one of communication links 35 or other connection. Newsgroups include, but are not limited to, traditional newsgroups, list services, web pages, bulletin boards, chat forums, subscription mailing lists, and usenet forums.").

**Claim 19:**

Kurzius, as shown, discloses the following limitations:

*A method of automated coordination of time [schedule]s and availability with job, assignment, and project opportunities, the method comprising:*

- *parsing [schedule] data from a [schedule] survey in response to receiving the [schedule] data over the network* (see at least column 27, claim 10: "parsing candidate qualification data from a candidate profile in response to receiving the candidate profile over the network");

- *parsing project data from a project survey in response to receiving the project data over the network* (see at least Fig 1, item 31 – job indexing engine, and column 4, lines 33-39: “Database server 30 includes a candidate mapping engine 32, a job indexing engine 34, a filter engine 36, and a candidate matching engine 38. Candidate mapping engine 32 and job indexing engine 34 are software modules or other suitable components residing on database server 30 that perform processing, indexing, and storage of job candidate qualification data and job posting information, respectively.”);
- *storing the received [schedule] data in a [schedule] record* (see at column 28, claim 10: “storing the received candidate profile in a candidate record”);
- *storing the received project data in a project record* (see at least Fig 3, job posting database 122 and job posting records 124);
- *generating a plurality of [schedule] identifiers related to the parsed [schedule] data, each [schedule] identifier being linked to a [schedule] record* (see at least column 28, claim 10: “generating a plurality of candidate identifiers associated with the parsed candidate qualification data, each candidate identifier being linked to the candidate record”);
- *generating a plurality of project identifiers related to the parsed project data, each project identifier being linked to a project record* (see at least column 11, lines 12-15: “In step 728, job posting identifiers, linked to corresponding job posting records 124 that were included in the job posting category received in step 724, are displayed to the candidate.”);
- *comparing the [schedule] data to [schedule] data categories of a [schedule] index* (see at least column 28, claim 10: “comparing the candidate qualification data to a candidate map”);
- *comparing the project data to project data categories of a project index* (see at least column 3, lines 60-65: “In general, system 10 accepts electronic job postings from employers and candidate qualification data in the form of candidate profiles from potential job candidates. System 10 categorizes and indexes the postings and profiles in order to automatically match suitable candidates to suitable jobs.” and column 10, lines 62-67: “The index of job postings may be organized using a hierarchy of links, for example, wherein a candidate can navigate by selecting

a job field or category in order to eventually select a job posting identifier that is linked to an actual job posting as described below.”);

- *assigning each of the [schedule] identifiers to a [schedule] data category in response to the compared [schedule] data* (see at least column 28, claim 10: “assigning one of the candidate identifiers to a category of the candidate map in response to the compared candidate qualification data”); *and*
- *assigning each of the project identifiers to a project data category in response to the compared project data* (see at least column 10, lines 62-67 through column 11, lines 1-15: “The index of job postings may be organized using a hierarchy of links, for example, wherein a candidate can navigate by selecting a job field or category in order to eventually select a job posting identifier that is linked to an actual job posting as described below. (35) In step 724, a job posting category selected by the candidate from the index of job postings is received from the candidate. In step 726, job posting records 124 included in job posting database 122 are parsed and/or sorted for inclusion in the selected job posting category received from the candidate in step 724. Such parsing and sorting may be done in real time upon receiving a selected posting category from a candidate such that job posting records 124 presented to the candidate in the selected job posting category will be current as of the time of selection. Alternatively, job posting records 124 may be indexed when initially submitted by an employer, or indexed at regular intervals by system 10. In step 728, job posting identifiers, linked to corresponding job posting records 124 that were included in the job posting category received in step 724, are displayed to the candidate.”).

Kurzius does not disclose the following limitations, but Joao, as shown, does:

- *Schedule data* (see at least column 15, lines 23-33: “In the cases of temporary employees, self-employed individuals, professionals, independent contractors, freelancers, etc., the database 10H can contain information regarding the schedules and/or work calendars for any of these individuals, employees, and/or entities. In this regard, each individual, employee, and/or entity in this category may store and have maintained by the apparatus 100, a work schedule and/or

working calendar which can provide information regarding days and/or time periods of employment and/or engagement as well as days and/or time periods of availability.”)

- *Schedule record* (see at least column 14, lines 28-33: “The central processing computer 10 also includes a database(s) 10H which contains data and/or information pertaining to the individuals, employees, independent contractors, freelancers, and/or other persons or entities, who or which utilize the present invention in order to find or secure a job, project, or assignment.”)
- *Schedule identifier* (see at least column 4, lines 43-47: “The present invention can also be utilized by an employer and/or hiring entity to recruit and/or to search for, an individual, a prospective employee, an independent contractor, and/or a freelancer, either permanent or temporary.” and column 14, lines 28-33: “The central processing computer 10 also includes a database(s) 10H which contains data and/or information pertaining to the individuals, employees, independent contractors, freelancers, and/or other persons or entities, who or which utilize the present invention in order to find or secure a job, project, or assignment.” and column 18 lines 1-14: “The database 10H, or collection of databases, may be updated by each of the respective individuals, employers, or by an administrator and/or operator of the central processing computer 10, and/or by any other third party, in real-time, and/or via dynamically linked database management techniques. The data and/or information stored in the database 10H can also be updated by external sources. The database 10H will contain any and all information deemed necessary and/or desirable for providing all of the processing and/or services and/or functions described herein. Applicant hereby incorporates by reference herein the subject matter of Fundamentals of Database Systems, by Ramez Elmasri and Shamkant B. Navathe, 2<sup>nd</sup> Ed., Addison-Wesley Publishing Company, 1994.”)
- *Schedule index* (see at least column 4, lines 43-47: “The present invention can also be utilized by an employer and/or hiring entity to recruit and/or to search for, an individual, a prospective employee, an independent contractor, and/or a freelancer, either permanent or temporary.” and column 14, lines 28-33: “The central processing computer 10 also includes a database(s) 10H which contains data and/or information pertaining to the individuals, employees, independent

contractors, freelancers, and/or other persons or entities, who or which utilize the present invention in order to find or secure a job, project, or assignment.” and column 18 lines 1-14: “The database 10H, or collection of databases, may be updated by each of the respective individuals, employers, or by an administrator and/or operator of the central processing computer 10, and/or by any other third party, in real-time, and/or via dynamically linked database management techniques. The data and/or information stored in the database 10H can also be updated by external sources. The database 10H will contain any and all information deemed necessary and/or desirable for providing all of the processing and/or services and/or functions described herein. Applicant hereby incorporates by reference herein the subject matter of Fundamentals of Database Systems, by Ramez Elmasri and Shamkant B. Navathe, 2<sup>nd</sup> Ed., Addison-Wesley Publishing Company, 1994.”)

It would have been obvious to one skilled in the art at the time of the invention to include the schedule information (*i.e.*, job seeker availability) of Joao in the candidate record (*i.e.*, job seeker record) of Kurzius, as doing so allows job seekers and employers to fill permanent, temporary, full-time, and part time positions. As stated by Joao, column 3, lines 36-45: “The apparatus and method of the present invention can be utilized by individuals, independent contractors, freelancers, and/or other entities, desirous of securing a job, a position, a project, an assignment, and/or an employment relationship, either permanent and/or temporary, with an employer and/or a hiring entity. The apparatus and method of the present invention can also be utilized by employers and/or by other hiring entities desirous of securing the services of an individual, an employee, an independent contractor, and/or freelancer, either permanently and/or temporarily.”

**Claim 20:**

Kurzius, in view of Joao, discloses all the limitations of claim 19 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *the method further comprising filtering the received [schedule] survey, and wherein parsing the [schedule] data is in response to filtering the [schedule] survey (see at least column 28, claim 11:*

“... the method further comprising filtering the received candidate profile, and wherein parsing the candidate qualification data is in response to filtering the candidate profile.”).

**Claim 21:**

Kurzius, in view of Joao, discloses all the limitations of claim 19 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *the method further comprising filtering the received project survey, and wherein parsing the project data is in response to filtering the project survey* (see at least column 4, lines 39-43: “Filter engine 36 is a further software module or other suitable component that performs a gatekeeping or filtering function with respect to either candidate profiles or job postings that are entered by candidates or employers, respectively.” and column 5, lines 65-67: “In one embodiment, filter engine 36 may also filter the communication of candidate profiles and job posting submissions to database server 30.”).

**Claim 22:**

Kurzius, in view of Joao, discloses all the limitations of claim 19 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *receiving an input from a client of the network, the input selecting at least one [schedule] identifier from the [schedule] index* (see at least column 28, claim 12: “receiving an input from a client of the network, the input selecting at least one candidate identifier from the candidate map”); *and*
- *updating a [schedule] record with a copy of the [schedule] identifier in response to receiving the client's input* (see at least Fig 8 and column 12, lines 5-9: “If modify or remove candidate profile was selected by the candidate, the candidate is presented in step 820 with a series of options to modify or remove portions of or the entirety of the existing candidate profile for that particular candidate.”).

**Claim 23:**

Kurzius, in view of Joao, discloses all the limitations of claim 19 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *receiving an input from a client of the network, the input selecting at least one project identifier from the project index (see at least column 28, claim 14: “receiving a job criterion associated with a job posting”); and*
- *updating a project record with a copy of the project identifier in response to receiving the client's input (see at least Fig 12 and column 14, lines 45-53: “In step 1206, the job posting corresponding to the job posting selection is presented to the employer for review. In step a 1208, the employer is given edit and/or cancel options associated with the particular job posting. In step 1210, edits or a cancellation are received from the employer for the job posting. In step 1212, job posting database 122 is updated to reflect either edits to or a cancellation of the preexisting job posting.”).*

**Claim 24:**

Kurzios, in view of Joao, discloses all the limitations of claim 19 shown above. Furthermore, Kurzios, as shown, discloses the following limitations:

- *parsing provider profile data from a provider survey in response to receiving the provider profile data over the network (see at least column 27, claim 10: “parsing candidate qualification data from a candidate profile in response to receiving the candidate profile over the network”);*
- *storing the received provider profile data in a provider record (see at least column 28, claim 10: “storing the received candidate profile in a candidate record”);*
- *generating a plurality of provider identifiers related to the parsed provider profile data, each provider identifier being linked to the provider record (see at least column 28, claim 10: “generating a plurality of candidate identifiers associated with the parsed candidate qualification data, each candidate identifier being linked to the candidate record”);*
- *comparing the provider profile data to a provider index (see at least column 28, claim 10: “comparing the candidate qualification data to a candidate map”); and*
- *assigning one or more provider identifiers to a category of the provider index in response to the compared provider profile data (see at least column 28, claim 10: “assigning one of the candidate*

identifiers to a category of the candidate map in response to the compared candidate qualification data.”).

**Claim 25:**

Kurzius, in view of Joao, discloses all the limitations of claim 24 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *filtering the received provider survey, and wherein parsing the provider profile data is in response to filtering the provider survey* (see at least column 28, claim 11: “filtering the received candidate profile, and wherein parsing the candidate qualification data is in response to filtering the candidate profile”).

**Claim 26:**

Kurzius, in view of Joao, discloses all the limitations of claim 24 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *receiving an input from a client of the network, the input selecting at least one provider identifier from the provider index* (see at least column 28, claim 12: “receiving an input from a client of the network, the input selecting at least one candidate identifier from the candidate map”); *and*
- *updating a provider record with a copy of the provider identifier in response to receiving the client’s input* (see at least Fig 12 and column 14, lines 45-53: “In step 1206, the job posting corresponding to the job posting selection is presented to the employer for review. In step a 1208, the employer is given edit and/or cancel options associated with the particular job posting. In step 1210, edits or a cancellation are received from the employer for the job posting. In step 1212, job posting database 122 is updated to reflect either edits to or a cancellation of the preexisting job posting.”).

**Claim 27:**

Kurzius, in view of Joao, discloses all the limitations of claim 24 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *a message board, said message board being indexed by topic, wherein providers and clients can communicate with each other by means of posting electronic messages on said message board*



(see at least column 5, lines 25-32: "The components of system 10 may be part of a local area network (LAN), a wide-area network (WAN), or other suitable network or interconnection of computing devices. In a particular embodiment, components in system 10 communicate over the Internet using the World Wide Web (WWW), File-Transfer Protocol (FTP), Telnet, Usenet, Gopher or Archie utilities, mobile objects, electronic mail, bulletin boards, or other suitable communication techniques." and column 19, lines 29-38: "FIGS. 19 through 24 illustrate the use of system 10 as a job publishing system that targets particular newsgroups or individuals to receive communications of job postings based on characteristics of those newsgroups or individuals. For purposes herein, a newsgroup is a database or posting service accessible over one of communication links 35 or other connection. Newsgroups include, but are not limited to, traditional newsgroups, list services, web pages, bulletin boards, chat forums, subscription mailing lists, and usenet forums.").

**Claim 28:**

Kurzius, as shown, discloses the following limitations:

*A system for automated coordination of time [schedule]s and availability information with job, assignment, and project opportunities, the system comprising:*

- *a computer-readable medium (see at least column 28, claim 17: "a computer-readable medium"); and*
- *a computer program encoded on the computer-readable medium, the computer program operable to be executed on a computer, the computer program further operable to (see at least column 28, claim 17: "a computer program encoded on the computer-readable medium, the computer program operable to be executed on a computer, the computer program further operable to"):*
- *parse [schedule] data from a [schedule] survey in response to receiving the [schedule] data (see at least column 28, claim 17: "parse candidate qualification data in response to receiving a candidate profile");*

- *parse project data from a project survey in response to receiving the project data* (see at least Fig 1, item 31 – job indexing engine, column 4, lines 33-39: “Database server 30 includes a candidate mapping engine 32, a job indexing engine 34, a filter engine 36, and a candidate matching engine 38. Candidate mapping engine 32 and job indexing engine 34 are software modules or other suitable components residing on database server 30 that perform processing, indexing, and storage of job candidate qualification data and job posting information, respectively.” and column 11, lines 12-15.” In step 728, job posting identifiers, linked to corresponding job posting records 124 that were included in the job posting category received in step 724, are displayed to the candidate.”);
- *store the received [schedule] data in a [schedule] record* (see at least column 28, claim 17: “store the received candidate profile in a candidate record”);
- *store the received project data in a project record* (see at least Fig 3, job posting database and job posting records);
- *generate a plurality of [schedule] identifiers related to the parsed [schedule] data, each [schedule] identifier being linked to a [schedule] record* (see at least column 28, claim 17: “generate a plurality of candidate identifiers associated with the parsed candidate qualification data, each candidate identifier being linked to the candidate record”);
- *generate a plurality of project identifiers related to the parsed project data, each project identifier being linked to a project record* (see at least Fig 1, item 31 – job indexing engine, column 4, lines 33-39: “Database server 30 includes a candidate mapping engine 32, a job indexing engine 34, a filter engine 36, and a candidate matching engine 38. Candidate mapping engine 32 and job indexing engine 34 are software modules or other suitable components residing on database server 30 that perform processing, indexing, and storage of job candidate qualification data and job posting information, respectively.” and column 11, lines 12-15.” In step 728, job posting identifiers, linked to corresponding job posting records 124 that were included in the job posting category received in step 724, are displayed to the candidate.”);

- *compare the [schedule] data to [schedule] data categories of a [schedule] index* (see at least column 28, claim 17: “compare the candidate qualification data to a candidate map”);
- *compare the project data to project data categories of a project index* (see at least column 3, lines 60-65: “In general, system 10 accepts electronic job postings from employers and candidate qualification data in the form of candidate profiles from potential job candidates. System 10 categorizes and indexes the postings and profiles in order to automatically match suitable candidates to suitable jobs.” and column 10, lines 62-67: “The index of job postings may be organized using a hierarchy of links, for example, wherein a candidate can navigate by selecting a job field or category in order to eventually select a job posting identifier that is linked to an actual job posting as described below.”);
- *assign each of the [schedule] identifiers to a [schedule] data category in response to-the compared [schedule] data* (see at least column 28, claim 17: “assign each candidate identifier to one of a plurality of categories of the candidate map in response to the compared candidate qualification data”); *and*
- *assign each of the project identifiers to a project data category in response to the compared project data* (see at least column 10, lines 62-67 through column 11, lines 1-15: “The index of job postings may be organized using a hierarchy of links, for example, wherein a candidate can navigate by selecting a job field or category in order to eventually select a job posting identifier that is linked to an actual job posting as described below. (35) In step 724, a job posting category selected by the candidate from the index of job postings is received from the candidate. In step 726, job posting records 124 included in job posting database 122 are parsed and/or sorted for inclusion in the selected job posting category received from the candidate in step 724. Such parsing and sorting may be done in real time upon receiving a selected posting category from a candidate such that job posting records 124 presented to the candidate in the selected job posting category will be current as of the time of selection. Alternatively, job posting records 124 may be indexed when initially submitted by an employer, or indexed at regular intervals by system 10. In step 728, job posting identifiers, linked to corresponding job posting records 124

that were included in the job posting category received in step 724, are displayed to the candidate.”).

Kurzius does not disclose the following limitations, but Joao, as shown, does:

- *schedule data* (see at least column 15, lines 23-33: “In the cases of temporary employees, self-employed individuals, professionals, independent contractors, freelancers, etc., the database 10H can contain information regarding the schedules and/or work calendars for any of these individuals, employees, and/or entities. In this regard, each individual, employee, and/or entity in this category may store and have maintained by the apparatus 100, a work schedule and/or working calendar which can provide information regarding days and/or time periods of employment and/or engagement as well as days and/or time periods of availability.”)
- *schedule survey* (see at least column 4, lines 65-67): “Any and/or all of the communications between the parties may be effected via electronic message transmission, e-mail, electronic forms submission ...”)
- *schedule record* (see at least column 14, lines 28-33: “The central processing computer 10 also includes a database(s) 10H which contains data and/or information pertaining to the individuals, employees, independent contractors, freelancers, and/or other persons or entities, who or which utilize the present invention in order to find or secure a job, project, or assignment.”)
- *schedule identifiers* (see at least column 4, lines 43-47: “The present invention can also be utilized by an employer and/or hiring entity to recruit and/or to search for, an individual, a prospective employee, an independent contractor, and/or a freelancer, either permanent or temporary.” and column 14, lines 28-33: “The central processing computer 10 also includes a database(s) 10H which contains data and/or information pertaining to the individuals, employees, independent contractors, freelancers, and/or other persons or entities, who or which utilize the present invention in order to find or secure a job, project, or assignment.” and column 18 lines 1-14: “The database 10H, or collection of databases, may be updated by each of the respective individuals, employers, or by an administrator and/or operator of the central processing computer 10, and/or by any other third party, in real-time, and/or via dynamically linked database

management techniques. The data and/or information stored in the database 10H can also be updated by external sources. The database 10H will contain any and all information deemed necessary and/or desirable for providing all of the processing and/or services and/or functions described herein. Applicant hereby incorporates by reference herein the subject matter of Fundamentals of Database Systems, by Ramez Elmasri and Shamkant B. Navathe, 2.sup.nd Ed., Addison-Wesley Publishing Company, 1994.”)

- *schedule index* (see at least column 4, lines 43-47: “The present invention can also be utilized by an employer and/or hiring entity to recruit and/or to search for, an individual, a prospective employee, an independent contractor, and/or a freelancer, either permanent or temporary.” and column 14, lines 28-33: “The central processing computer 10 also includes a database(s) 10H which contains data and/or information pertaining to the individuals, employees, independent contractors, freelancers, and/or other persons or entities, who or which utilize the present invention in order to find or secure a job, project, or assignment.” and column 18 lines 1-14: “The database 10H, or collection of databases, may be updated by each of the respective individuals, employers, or by an administrator and/or operator of the central processing computer 10, and/or by any other third party, in real-time, and/or via dynamically linked database management techniques. The data and/or information stored in the database 10H can also be updated by external sources. The database 10H will contain any and all information deemed necessary and/or desirable for providing all of the processing and/or services and/or functions described herein. Applicant hereby incorporates by reference herein the subject matter of Fundamentals of Database Systems, by Ramez Elmasri and Shamkant B. Navathe, 2.sup.nd Ed., Addison-Wesley Publishing Company, 1994.”)

It would have been obvious to one skilled in the art at the time of the invention to include the schedule information (*i.e.*, job seeker availability) of Joao in the candidate record (*i.e.*, job seeker record) of Kurzius, as doing so allows job seekers and employers to fill permanent, temporary, full-time, and part time positions. As stated by Joao, column 3, lines 36-45: “The apparatus and method of the present invention can be utilized by individuals, independent contractors, freelancers, and/or other entities,

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desirous of securing a job, a position, a project, an assignment, and/or an employment relationship, either permanent and/or temporary, with an employer and/or a hiring entity. The apparatus and method of the present invention can also be utilized by employers and/or by other hiring entities desirous of securing the services of an individual, an employee, an independent contractor, and/or freelancer, either permanently and/or temporarily.”

**Claim 29:**

Kurzius, in view of Joao, discloses all the limitations of claim 28 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the computer program is further operable to filter the [schedule] survey and wherein the computer program parses the [schedule] data in response to filtering the [schedule] survey (see at least column 29, claim 19: "wherein the computer program is further operable to filter the candidate profile, and wherein the computer program parses the candidate qualification data in response to filtering the candidate profile").*

**Claim 30:**

Kurzius, in view of Joao, discloses all the limitations of claim 28 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the computer program is further operable to filter the project survey and wherein the computer program parses the project data in response to filtering the project survey (see at least column 4, lines 39-43: "Filter engine 36 is a further software module or other suitable component that performs a gatekeeping or filtering function with respect to either candidate profiles or job postings that are entered by candidates or employers, respectively." and column 5, lines 65-67: "In one embodiment, filter engine 36 may also filter the communication of candidate profiles and job posting submissions to database server 30.").*

**Claim 31:**

Kurzius, in view of Joao, discloses all the limitations of claim 28 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

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- *wherein the computer program is further operable to receive an input from a client, the input selecting at least one [schedule] identifier from the [schedule] index and to update a [schedule] record with a copy of the [schedule] identifier in response to receiving the input (see at least Fig 8 and column 27, claim 5: “modify qualification data in the candidate record in response to receiving modifications to the fields of the candidate review template”).*

**Claim 32:**

Kurzius, in view of Joao, discloses all the limitations of claim 28 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

*wherein the computer program is further operable*

- *to receive an input from a client, the input selecting at least one project identifier from the project index and to update a project record with a copy of the project identifier in response to receiving the input (see at least column 28, claim 12: “receiving an input from a client of the network, the input selecting at least one candidate identifier from the candidate map”, Fig 12, and column 14, lines 45-53: “In step 1206, the job posting corresponding to the job posting selection is presented to the employer for review. In step a 1208, the employer is given edit and/or cancel options associated with the particular job posting. In step 1210, edits or a cancellation are received from the employer for the job posting. In step 1212, job posting database 122 is updated to reflect either edits to or a cancellation of the preexisting job posting.”).*

**Claim 33:**

Kurzius, in view of Joao, discloses all the limitations of claim 28 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

*wherein the computer program is further operable to:*

- *receive from a client [schedule] criterion input by the client (see at least column 28, claim 12: “receiving an input from a client of the network, the input selecting at least one candidate identifier from the candidate map”);*
- *compare the [schedule] search criteria to the [schedule] data associated with the categories of the [schedule] index (see at least column 12, lines 5-9 “If modify or remove candidate profile was*

selected by the candidate, the candidate is presented in step 820 with a series of options to modify or remove portions of or the entirety of the existing candidate profile for that particular candidate." To search for an existing record, search criteria must be compared to database record/index fields; refer to Fig 7 steps 730 and 732);

- *select each [schedule] identifier assigned to the categories in response to comparing the [schedule] search criteria* (see at least column 12, lines 5-9 "If modify or remove candidate profile was selected by the candidate, the candidate is presented in step 820 with a series of options to modify or remove portions of or the entirety of the existing candidate profile for that particular candidate." To display matching database records, matching records must be selected; refer to Fig 7 steps 730 and 732); *and*
- *display to the client the [schedule] data of each [schedule] record for each selected [schedule] identifier* (see at least column 12, lines 13-17: "The modification and removal options may further include the presentation to the candidate of particular portions of that candidate's existing candidate profile for modification or deletion via user interface.").

**Claim 34:**

Kurzius, in view of Joao, discloses all the limitations of claim 28 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

*wherein the computer program is further operable to:*

- *receive from a client project criterion input by the client* (see at least Fig 7, step 730 - candidate entered search terms are received);
- *compare the project search criteria to the project data associated with the categories of the project index* (see at least Fig 7, step 732 – search terms are compared to job criteria);
- *select each project identifier assigned to the categories in response to comparing the project search criteria* (see at least Fig 7, step 734 – links to matching job positions displayed to candidate"); *and*
- *display to the client the project data of each project record for each selected project identifier* (see at least Fig 7, step 734 – links to matching job positions displayed to candidate").



**Claim 35:**

Kurzius, in view of Joao, discloses all the limitations of claim 28 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

*wherein the computer program is further operable to:*

- *parse provider profile data from a provider profile in response to receiving the provider profile data over the network (see at least column 28, claim 17: "parse candidate qualification data in response to receiving a candidate profile");*
- *store the received provider profile data in a provider record (see at least column 28, claim 17: "store the received candidate profile in a candidate record");*
- *generate a plurality of provider identifiers related to the parsed provider profile data, each provider identifier being linked to the provider record; compare the provider profile data to a provider index (see at least column 28, claim 17: "generate a plurality of candidate identifiers associated with the parsed candidate qualification data, each candidate identifier being linked to the candidate record"); and*
- *assign one or more provider identifiers to a category of the provider index in response to the compared provider profile data (see at least column 28, claim 17: "assign each candidate identifier to one of a plurality of categories of the candidate map in response to the compared candidate qualification data").*

**Claim 36:**

Kurzius, in view of Joao, discloses all the limitations of claim 33 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *wherein the computer program is further operable to filter the received provider survey and to parse the provider profile data in response to filtering the provider survey (see at least column 29, claim 19: "wherein the computer program is further operable to filter the candidate profile, and wherein the computer program parses the candidate qualification data in response to filtering the candidate profile").*

**Claim 37:**

Kurzius, in view of Joao, discloses all the limitations of claim 33 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

*wherein the computer program is further operable*

- *to receive an input from a client, the input selecting at least one provider identifier from the provider index and to update a provider record with a copy of the provider identifier in response to receiving the input (see at least Fig 8 and column 27, claim 5: “modify qualification data in the candidate record in response to receiving modifications to the fields of the candidate review template”).*

**Claim 38:**

Kurzius, in view of Joao, discloses all the limitations of claim 33 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

*wherein the computer program is further operable to:*

- *receive from a client provider criterion input by the client (see at least Fig 7, step 730 - candidate entered search terms are received);*
- *compare the provider search criteria to the provider data associated with the categories of the provider index (see at least Fig 7, step 732 – search terms are compared to job criteria);*
- *select each provider identifier assigned to the categories in response to comparing the provider search criteria (see at least Fig 7, step 734 – links to matching job positions displayed to candidate”); and*
- *display to the client the provider profile data of each provider record for each selected provider identifier (see at least Fig 7, step 734 – links to matching job positions displayed to candidate”).*

**Claim 39:**

Kurzius, in view of Joao, discloses all the limitations of claim 33 shown above. Furthermore, Kurzius, as shown, discloses the following limitations:

- *further comprising a message board, said message board being indexed by topic, wherein providers and clients can communicate with each other by means of posting electronic messages on said message board (see at least column 5, lines 25-32: “The components of system 10 may*

be part of a local area network (LAN), a wide-area network (WAN), or other suitable network or interconnection of computing devices. In a particular embodiment, components in system 10 communicate over the Internet using the World Wide Web (WWW), File-Transfer Protocol (FTP), Telnet, Usenet, Gopher or Archie utilities, mobile objects, electronic mail, bulletin boards, or other suitable communication techniques.” and column 19, lines 29-38: “FIGS. 19 through 24 illustrate the use of system 10 as a job publishing system that targets particular newsgroups or individuals to receive communications of job postings based on characteristics of those newsgroups or individuals. For purposes herein, a newsgroup is a database or posting service accessible over one of communication links 35 or other connection. Newsgroups include, but are not limited to, traditional newsgroups, list services, web pages, bulletin boards, chat forums, subscription mailing lists, and usenet forums.”).

***Conclusion***

The prior art made of record and not relied upon is considered pertinent to applicant's disclosure:

- Taylor (US-PAT-NO: US 5,832,497 A) discloses an electronic automated information exchange and management system;
- Freeman et al. (PGPUB-NO: US 2004/0148220 A1) discloses a method of facilitating a candidate to apply for a professional position;
- Nadkarni (US-PAT-NO: US 6,266,659 B1) discloses a computer-based on-line skills/resume management system;
- Donnelly et al. (US-PAT-NO: US 6,049,776 A) discloses a human resource management system for staffing projects.

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Any inquiry of a general nature or relating to the status of this application or concerning this communication or earlier communications from the Examiner should be directed to **Doron D. Fields** whose telephone number is **571.270.3107**. The Examiner can normally be reached on Monday-Friday, 9:30am-5:00pm. If attempts to reach the examiner by telephone are unsuccessful, the Examiner's supervisor, **BETH VAN DOREN** can be reached at **571.272.6737**.

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